



DEPARTMENT OF STATE
WASHINGTON

AUG 30 1963

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Mr. Crockett, the Deputy Under Secretary for Administration, re-convened the Executive Committee on the Herter Report on August 8, 1963, to discuss implementation of the recommendations of the Herter Committee.

The basic decisions reached were (1) that the Department, USIA and AID would proceed with implementation of those recommendations not requiring legislation and (2) that the broad legislative proposals embodying the Family of Services concept will not be submitted this year. The Minutes of the Executive Committee Meeting of August 8, 1963 are enclosed for the purpose of bringing you up-to-date on the status of actions to be taken on the Herter Report. All of the recommendations of the Herter Committee are covered.

The Department has made specific plans for the implementation of those recommendations which do not require legislation. In those instances where it is desirable and feasible, we will proceed jointly, or in coordination with, USIA and AID. Yours and other agencies will be consulted in connection with the implementation of any recommendations affecting them.

If you have any questions concerning our implementation program, please call me or Mr. Arthur Jones, Chief, Personnel Policy and Planning Staff.

Sincerely yours,

Bernard Rosen
Acting Director of Personnel

Enclosure.

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Office of Personnel,
Central Intelligence Agency.

MINUTES OF EXECUTIVE COMMITTEE MEETING

The Executive Committee met on August 8, 1963, to discuss implementation of the recommendations of the Herter Committee. The following persons were present:

Mr. Crockett (Department of State)
Mr. Macy (Civil Service Commission)
Mr. Wilson (United States Information Agency)
Mr. Shooshan (Agency for International Development)
Mr. Hansen (Bureau of the Budget)
Mr. Rosen (Department of State)
Mr. Jones (Department of State)
Mr. Stern (Department of State)

It was agreed that:

1. Recommendations 2, 32 and 35-40 do not require action by the Executive Committee.
2. Recommendations 3, 12, 16, 18, 19, 20, 21, 22, 23, 25, 28, 31, 34 and 42 should be implemented by each agency within existing legislation subject in some instances to minor modifications.
3. Recommendations 14, 26 and 43 similarly should be implemented by administrative action but with the three agencies working closely in concept. Specifically, the three Directors of Personnel should work out a plan to implement Recommendation 26 which has to do with the establishment and use of a pool of talent to fill key executive positions within and across agency lines. The pool concept should be broadened to the extent practicable to include consideration of well qualified persons in other Government agencies. With respect to Recommendation 43, the Task Force Report on Personnel Research will be distributed to Executive Committee members.
4. Recommendation 8, which requires legislation should be deferred pending further study of the many problems involved.
5. Recommendations 7, 15, 17, 30 and 33 should be carried out to the extent practicable without, however, seeking
new legislation.

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new legislation. It was further agreed that the Board of the Foreign Service should be expanded and used as an interagency consultative body on administrative and personal problems of joint concern. Mr. Crockett reported that he was making a proposal along these lines to the Secretary.

Particular attention should be given to such matters as joint recruitment and examination for junior officers; elimination of unwarranted differences in employee benefits and perquisites, and more effective use of the Foreign Service Institute as the basic center for in-service training in foreign affairs. It was agreed that steps should be taken to strengthen the Foreign Service Institute but without prejudice to legislation to establish a National Foreign Affairs College.

6. Recommendations 9, 10, 13, 27, 29 and 41 all of which require legislation, are closely related to Recommendations 4, 5, 6, 11 and 24 and should be handled on the same basis as the latter numbered recommendations.

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With respect to Recommendations 4, 5, 6, 11 and 24, the consensus was that the Administration should not go forward with legislation authorizing the establishment of a family of separate but compatible services for State, AID and USIA.

Mr. Crockett proposed an alternative approach whereby USIA and AID officers would be appointed as Foreign Service Officers under existing legislative authority. The resulting expanded Foreign Service Officer Corps would help meet professional personnel requirements of these two agencies. Mr. Crockett indicated that the concept of a single Foreign Service could be reconciled with the concept that each agency participate fully in personnel decisions affecting its interests.

Mr. Hansen, while favoring Mr. Crockett's proposal over that of the Herter Committee, suggested that the broader problem of suitable personnel arrangements for all civilian personnel engaged in foreign affairs should be examined and a Presidential mandate requested to determine the Administration's position with respect to overseas personnel systems.

While the

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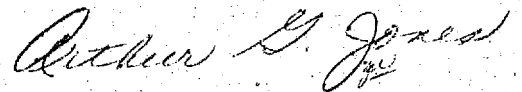
While the Bureau of the Budget is prepared to spear-head the staff work involved, the President could properly look to the Secretary of State to supply the leadership or to make a request for such a staff study.

Mr. Wilson indicated that USIA favors the Herter Committee proposal and believes that the concept of separate but compatible career services would not prejudice possible future integration under a single foreign affairs service. If, however, the family of services concept is out, USIA must decide whether to seek career service legislation on its own.

Mr. Macy suggested that any major legislative proposals would require full Presidential backing. He hoped that in the interim the agencies would work together to achieve closer integration of their personnel systems. USIA might properly go up alone with career service legislation.

Mr. Shooshan indicated that AID favors Mr. Crockett's approach.

Mr. Crockett concluded the meeting by indicating that he would present to Secretary Rusk his analysis of the Herter Committee proposals in the light of the consensus of the Executive Committee, including specific reference to the USIA's views and the broader proposal presented by Mr. Hansen.



Arthur G. Jones
Executive Secretary

August 14, 1963